

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

### EXTRAORDINARY

### No. 2

#### GOVERNMENT OF GOA

##### Department of Labour

##### Notification

25/12/90/LAB/Part. I

Whereas the Government of Goa vide Notification No. 25/12/90-LAB dated 7-9-1993 of the Labour Department, published in the Official Gazette No. 29, Series II (Extraordinary) dated 15-10-93, had appointed a Committee to hold enquiries and advise the Government in respect of revision of minimum rates of wages in respect of the scheduled employment, namely "Employment in Construction or maintenance of roads or in building operations (ii) Stone breaking and stone Crushing and (iii) maintenance of building", in the State of Goa (hereinafter called the 'said Committee');

And whereas the said Committee has submitted its report to the Government.

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 1-4-1995, the minimum rates of wages payable to the class/category of employment, namely "Employment in construction or maintenance of roads or in building operations (ii) Stone breaking and stone Crushing and (iii) maintenance of building", in State of Goa as specified in the Schedule below:-

#### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3
1.	Beldar	Rs. 31/- per day or
2.	Brick Moulder	Rs. 186/- per week or
3.	Chainman	Rs. 806/- per month

1	2	3
4.	Chowkidar	Rs. 31/- per day or
5.	Cleaner	Rs. 186/- per week or
6.	Gardener	Rs. 806/- per month
7.	Driver with hand cart	"
8.	Hedge Cutter	"
9.	Mail	"
10.	Slinger	"
11.	Peon	"
12.	Sewer man	"
13.	Title Turner	"

#### II. UNSKILLED

14.	Bhisti	Rs. 30/- per day or
15.	Bullock Cart Driver	Rs. 180/- per week or
16.	Coolie	Rs. 780/- per month
17.	Hamal	"
18.	Khalasi	"
19.	Labourer	"
20.	Manai	"
21.	Mazdoor	"
22.	Sweeper	"
23.	Watchman	"
24.	Water Carrier	"
25.	Bajri Spreader	"
26.	Beatr Woman	"
27.	Bellow Woman	"
28.	Bucket man	"
29.	Carrier (Stone)	"
30.	Cart Man	"
31.	Care taker (Bridge)	"
32.	Cleaner	"
33.	Concrete (Hand Mixer)	"
34.	Daffadar	"
35.	Driver (Bullock)	"
36.	Flag Man	"
37.	Gangman	"

1	2	3	1	2	3
38. Kamin		Rs. 30/- per day or	38. Sprayman (Bittuman, Tar etc.)		Rs. 35/- per day or
39. Gate man		Rs. 180/- per week or	39. Stone Cutter		Rs. 210/- per week or
40. Lamp man		Rs. 780/- per month	40. Tinsmith		Rs. 910/- per month
41. Searcher		"	41. Farrash		"
42. Signal Man		"	42. Mukadam		"
43. Strikers		"	43. Laboratory Boy		"
44. Trolly Man		"	44. Rackman		"
45. Valve Controller		"	45. Balashawala		"
46. Wooderman		"	46. Bhisti		"
47. Berryman		"	47. Cane Weaver		"
48. Mucchers, Jamadars		"	48. Chain man (Head)		"
49. Slingers		"	49. Driller		"
50. Any other category by whatever name called which are of unskilled nature.		"	50. Driller (Hole Rock)		"
I. SEMI—SKILLED/UNSKILLED SUPERVISORY			51. Fireman		"
1. Brick Layer (Class II)		Rs. 38/- per day or	52. Gate Keeper		"
2. Cook		Rs. 228/- per week or	53. Grinder		"
3. Carpenter		Rs. 988/- per month	54. Garser-cum-Fireman		"
4. Driller (Hole Rock)		"	55. Hammerman		"
5. Driller		"	56. Jamadar		"
6. Excavator		"	57. Oilman		"
7. Fitter (Asst. Semi-skilled)		"	58. Storeman		"
8. Head Surveyor		"	59. Boilerman		"
9. Blacksmith		"	60. Any other category by whatever names called which are of a semi-skilled nature.		"
10. Mason (Brick Layer, Second Class)		"	HIGHLY SKILLED		
11. Quarry Man		"	1. Mason (plaster and Paris Ornamental work and ceiling)		Rs. 48/- per day or Rs. 288/- per week or
12. Quarry operator		"	2. Painter (artist First Class)		Rs. 1248/- per month
13. Mate (blacksmith Carpenter)		"	3. Foreman		"
14. Stone Breaker		"	II HIGHLY SKILLED		
15. Stone Man		"	4. Asst. Foreman		Rs. 44/- per day or
16. Stone Cutter (Higher Grade)		"	5. Armature (Winder Grade I)		Rs. 264/- per week or
17. Upholsterer (Grade II)		"	6. Furniture Carpenter		Rs. 1144/- per month
18. Sewer Layer (1st Class & Hatcher)		"	7. Fitter		"
II			8. Head Mistri		"
19. Bearer		Rs. 35/- per day or	9. Highly skilled Electrician		"
20. Bhisti (with mask)		Rs. 210/- per week or	10. Head Mechanic		"
21. Beldar		Rs. 910/- per month	11. Head Plumber		"
22. Artisan Helper		"	12. Mason (stone work ornamental)		"
23. Brick/Tile Moulder		"	13. Tinsmith		"
24. Cane Weaver		"	14. Welder		"
25. Charpoy/Stringer		"	15. Wireman Grade I		"
26. Cleaner (Truck Road Roller Concrete Mixer etc.)		"	16. Welder-cum-fitter		"
27. Colour/White washer		"	17. Decorator		"
28. Cane man		"	18. Air-conditioner		"
29. Daftri		"	19. Any other categories by whatever names called involving work of highly skilled nature.		"
30. Fireman		"	I, SKILLED		
31. Glazier		"	1. Asstt. Artist Painter		Rs. 42/- per day or
32. Fitter		"	2. Armature Winder (Grade II)		Rs. 252/- per week or
33. Head Chowkidar		"	3. Mistri Grade I		Rs. 1092/- per month
34. Bandhari		"			
35. Mate		"			
36. Mazdoor		"			
37. Pump Attendant		"			

1	2	3	1	2	3
4. Oil Painter Class I		Rs. 42/- per day or	CLERICAL		
5. Plumber lincensed, Class I		Rs. 252/- per week or			
6. Mason (Plaster or Paris Wall)		Rs. 1092/- per month			
7. Any other skilled category (Class I)		"			
II. SKILLED			1. Clerk		Rs. 42 per day or
8. Brick Layer Mason (Class I)		Rs. 39/- per day or	2. Commuter		Rs. 252/- per week or
9. Blacksmith (Class I)		Rs. 234/- per week or	3. Store Clerk		Rs. 1092/- per month
10. Carpenter (Class I)		Rs. 1014/- per month	4. Store Issuer		"
11. Concrete Mixer Maker		"	5. Accounts Clerk		"
12. Concrete Mixer Operator		"	6. Store Keeper (Grade I, II, etc.)		"
13. Driver ( Road Roller, Concrete Mixer Truck)		"	7. Tally Clerk		"
14. Driver (Motor Vehicle)		"	8. Time Keeper		Rs. 38/- per day or
15. Driver (Truck, Diesel Engine)		"	9. Tool Keeper		Rs. 228/- per week or
16. Distemperer		"	10. Telephone Operator		Rs. 988/- per month
17. Electrician		"	11. Typist		(For non-matriculates)
18. Head Man (wall sinking)		"	12. Computer		"
19. Mistri		"	13. Any other categories by whatever names called which are of a clerical nature.		
20. Mason (Stone work)		"	SUPERVISORY		
21. Gladier		"			
22. Line Man		"			
23. Machinist		"	1. Section Officer/ Junior Engineers		Rs. 50/-per day or
24. Mechanic		"	2. Supervisor		Rs. 300/- per week or
25. Meter Reader		"	3. Overseer		Rs. 1300/- per month
26. Moulder		"	SPECIAL		
27. Head Cook		"			
28. Operator (Cinema Projector) (Compressor, Crane Dumper, Excavator, Generator, PumpTractor vibrator, etc.)		"	1. Bullock- Cart Man with double Bullocks		Rs. 60/- per day or Rs. 360/- per week or
29. Plaster		"	2. Bullock- Cart Man with single Bullock		Rs. 1560/- per month
30. Plumber		"	<p><i>Explanation :—</i></p> <p>1. Where in any area/establishment Scheduled employment wages fixed under this Notification are lower than the wages fixed by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the high rates would be payable as minimum wages under this Notification.</p> <p>2. (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.</p> <p>(b) Semi-skilled work is one which involves skill competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.</p> <p>(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement</p> <p>3. The minimum rates of wages are applicable to employees engaged by the Principal Employers or contractors or sub-contractors etc.</p>		
31. Driver		"			
32. Pump Man		"			
33. Pump Engine Driver		"			
34. Stone Cutter (Class I)		"			
35. Upholsterer		"			
36. Stone Chiseller		"			
37. Painter (Oil Painter Class II, letter writer)		"			
38. Fitter		"			
39. Tinsmith		"			
40. Wood Cutter		"			
41. White Washer (Grade I)		"			
42. Tradesman		"			
43. Turner		"			
44. Work Assistant		"			
45. Tracer Technical Asst.		"			
46. Tracer		"			
47. Technical Assistant		"			
48. Cabinet Maker		"			
49. Moulder (Brick Tiles)		"			
50. Road Inspector		"			
51. Panmon		"			
52. Navgani		"			
53. Tyre Vulcaniser		"			

4. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

5. Both men and Women workers have to be paid the same rate of wages fixed for the same category and for equal work.

6. In case of employee employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages fixed for the class/category of which he belongs under this Notification.

By order and in the name of the Governor of Goa.

F. O. D Costa, Under Secretary (Labour).

Panaji, 9th March, 1995.

### Notification

25/12/90-LAB- Part II

Whereas the Government of Goa vide Notification No. 25/12/90-LAB dated 7-9-1993 of the Labour Department, published in the Official Gazette No. 29, Series II (Extraordinary) dated 15-10-93, had appointed a Committee to hold enquiries and advise the Government in respect of revision of minimum rates of wages in respect of the scheduled employment, namely "Employment in any residential hotel, restaurant or eating house", in the State of Goa (hereinafter called the 'said Committee');

And whereas the said Committee has submitted its report to the Government.

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 1-4-1995, the minimum rates of wages payable to the class/category of employment, namely "Employment in any residential hotel, restaurant or eating house", in the state of Goa as specified in the schedule below:—

### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages		
		Zone A	Zone B	Zone C
1	2	3	4	5

#### I. SKILLED

1. Cook or Head Cook	Rs. 850/- per month	Rs. 770/- per month	Rs. 720/- per month
2. Achari	"	"	"
3. Maharaj	"	"	"
4. Basoya	"	"	"

1	2	3	4	5
5. Ustad	Rs. 850/- per month	Rs. 770/- per month	Rs. 720/- per month	
6. Bavarchi	"	"	"	
7. Khansama	"	"	"	
8. Manager	"	"	"	
9. Accountant	"	"	"	
10. Sweetmeat maker or Farsan maker (Malwalla)	"	"	"	
11. Clerk	"	"	"	
12. Telephone Operator	"	"	"	
13. Electrician	"	"	"	
14. Tailor	"	"	"	
15. Carpenter	"	"	"	
16. Head Pantryman	"	"	"	
17. Gardener who is doing the work of planting	"	"	"	
18. Receptionist (qualified such as holding S. S. C. or other equivalent exa- mination certificate)	"	"	"	
19. House Keeper	"	"	"	
20. Head Waiter	"	"	"	
21. Butler	"	"	"	
22. Supervisor	"	"	"	
23. Steward	"	"	"	
24. Cashier	"	"	"	
25. Head Baker	"	"	"	
26. Mistry	"	"	"	
27. Store Keeper	"	"	"	
28. Barman	"	"	"	
29. Employees of whatever names called doing the work of the nature done by persons falling under the foregoing entries.	"	"	"	

#### II. SEMI SKILLED

1. Assistant Manager	Rs. 740/- per month	Rs. 700/- per month	Rs. 650/- per month
2. Assistant Malwala	"	"	"
3. Samosa-wala	"	"	"
4. General workers (relie- ver or one who attends to two or more duties of semi-skilled catego- ries).	"	"	"
5. Rotiwala	"	"	"
6. Chapatiwala	"	"	"
7. Puriwala	"	"	"
8. Dosawala	"	"	"
9. Tandur-Rotiwala	"	"	"
10. Bhajiwala	"	"	"

1	2	3	4	5	1	2	3	4	5
11. Ice-creamwala (Ice-cream preparer one who takes out ice-cream and aerated waters)		Rs. 740/- per month	Rs. 700/- per month	Rs. 650/- per month	11. Pantry Boy		Rs. 670/- per month	Rs. 660/- per month	Rs. 624/- per month
12. Pantry man (one who prepares sandwiches, toasts, faloodas, om- lette etc.)		"	"	"	12. Kitchen Boy		"	"	"
13. Mandiwala-cum-coffee tea maker		"	"	"	13. Office Boy		"	"	"
14. Liftman		"	"	"	14. Message Boy		"	"	"
15. Handiwala (Asstt. Cook)		"	"	"	15. Soda Fountain Boy		"	"	"
16. Wireman		"	"	"	16. Sweeper		"	"	"
17. Assistant Cook		"	"	"	17. Cleaner		"	"	"
18. Billard Maker		"	"	"	18. Hamal		"	"	"
19. Standwala (Tea maker)		"	"	"	19. Jamadar		"	"	"
20. Market Man		"	"	"	20. Coolie		"	"	"
21. Boiler Man		"	"	"	21. Mazdoor		"	"	"
22. Fountain Barman		"	"	"	22. Gadi		"	"	"
23. Pumpman		"	"	"	23. Chokra		"	"	"
24. Gas Filer		"	"	"	24. Boy		"	"	"
25. Fountainman (who pre- pares syrups, Ice-creams, fruit salad, etc.)		"	"	"	25. Pantewala Panikachem burwala		"	"	"
26. Falooda maker		"	"	"	26. Paniwala		"	"	"
27. Syrup maker		"	"	"	27. Cupwala		"	"	"
28. Lassewala-cum-salesman		"	"	"	28. Dishwala		"	"	"
29. Waiter-cum-tablewala		"	"	"	29. Babdiwala		"	"	"
30. Vender (who keeps accounts)		"	"	"	30. Moriwala		"	"	"
31. Orderwala (shouting bill or writing bills)		"	"	"	31. Kholiwala(Room Boy not doing the work of waiter)		"	"	"
32. Kabab Seekwala		"	"	"	32. Madaniwala (one who fills the dishes)		"	"	"
33. Bhelpuriwala		"	"	"	33. Lassiwala		"	"	"
34. Floor waiter		"	"	"	34. Orderwala		"	"	"
35. Employees of whatever names called doing the work of the nature done by persons falling under the foregoing entries.		"	"	"	35. Chatniwala		"	"	"
III. UNSKILLED					36. Phatakswala		"	"	"
1. Gaze Boy		Rs.670/- per month	Rs.660/- per month	Rs. 624/- per month	37. Vadpi (Server)		"	"	"
2. Game Boy		"	"	"	38. Waterman		"	"	"
3. Bell Boy		"	"	"	39. Laundryman		"	"	"
4. Page Boy		"	"	"	40. Lemonman		"	"	"
5. Room Boy		"	"	"	41. Billard Boy		"	"	"
6. Tea Boy		"	"	"	42. Grain Cleaner (male or female)		"	"	"
7. Glass Boy		"	"	"	43. Miscellaneous workers (that is to say workers doing all or some of the job of unskilled nature)		"	"	"
8. Dish Boy		"	"	"	44. Vendor or Bharwala not working on commi- ssion basis and not entrusted with responsi- bility of accounts		"	"	"
9. Water Boy		"	"	"	45. Employees of whatsoever names called doing the work of the nature done by persons falling under the foregoing entries.		"	"	"
10. Order Boy		"	"	"					

Explanation:—

Zone A :—Comprises the area within the limit of Municipalities Panaji, Margao, Vasco, Mapusa and Ponda. The rates of wages in respect of Zone "A" shall apply to workmen employed in any Star Hotel irrespective of its zonal location.

Zone B :— Comprises the area within the limit of the places Bicholim, Pernem, Valpoi, Canacona, Sanquelim, Sanguem, Cansaulim, Assolna, Colva, Colvale, Baga and Curchorem.

Zone C :— Comprises all other places in the State of Goa, not covered under Zone "A" and "B".

The minimum rates of wages shall consist of all inclusive rates allowing basic rate and cost of living allowances and the cash value of concession.

The amount deductible as food allowances shall be uniformly Rs. 150/- Rs. 140/- and Rs. 130/- per month respectively in all the three Zones.

(1) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision and guidance of skilled employees, and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or Vocational institute and performance of which calls for initiative and judgement.

(2) The minimum rates of wages are applicable to employees engaged by the Principal Employer, contractors or Sub-contractors, etc.

(3) Both men and women workers shall be paid the same rates of wages fixed for the same category and for equal work.

(4) In case of employees employed in piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this Notification.

(5) The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

F. O. D' Costa, Under Secretary (Labour).

Panaji, 9th March, 1995.

## Notification

25/12/90/LAB/Part. IV

Whereas the Government of Goa vide Notification No. 25/12/90-LAB dated 7-9-93 of the Labour Department, published in the Official Gazette No. 29, Series II (Extraordinary) dated 15-10-1993, had appointed a Committee to hold enquiries and advise the Government in respect of revision of minimum rates of wages in respect of the scheduled employment, namely "Employment in any shop or commercial establishment other than a residential hotel, restaurant or eating house", in the State of Goa (hereinafter called the 'said Committee');

And whereas the said Committee has submitted its report to the Government.

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering the advice of said Committee, hereby revises with effect from 1-4-1995 the minimum rates of wages payable to the class/category of employment, namely, "Employment in any shop or commercial establishment other than a residential hotel, restaurant or eating house", in the State of Goa as specified in the Schedule below:-

## SCHEDULE

Sr.No.	Details of Categories	All inclusive minimum rates of wages	
		Zone "A"	Zone "B"
1	2	3	4
<b>I. SKILLED</b>			
1.	Pharmacist/Chemist	Rs. 41.00 per day	Rs. 38.00 per day
2.	Driver	Rs. 246.00 per week	Rs. 228.00 per week
3.	Supervisor	Rs. 1066.00 per month	Rs. 988.00 per month
4.	Shoemaker/Slippermaker	"	"
5.	Watch repairer	"	"
6.	Cutter/Tailor/Sewing	"	"
7.	Turner	"	"
8.	Fitter	"	"
9.	Utensil maker (brass and copper)	"	"
10.	Machinist	"	"
11.	Electrician	"	"
12.	Welder	"	"
13.	Handicraftsman	"	"
14.	Metal engraver	"	"
15.	Optician	"	"
16.	Glass Polisher (Optician)	"	"
17.	Sales representative/travelling salesman	"	"
18.	Wireman	"	"

1	2	3	4	1	2	3	4
19. Foreman		Rs. 1066.00	Rs. 988.00	24. Pressman		Rs. 33.00	Rs. 30.00
20. Photographer/Retoucher		per month	per month	25. Glazer		per day	per day
21. Block maker		"	"	26. Helper (Hair Dresser)		Rs. 198.00	Rs. 180.00
22. Hair Dresser		"	"	27. Mali Gardener		per week	per week
23. Mill Operator		"	"	28. Lift Attendant		Rs. 858.00	Rs. 780.00
24. Carpenter		"	"	29. Mill Hand		per month	per month
25. Tinsmith		"	"	30. Frame Maker		"	"
26. Vulcaniser		"	"	III. CLERICAL:			
27. Mechanic		"	"	A.1. Accountant		Rs. 38.00	Rs. 35.00
28. Blacksmith		"	"			per day	per day
29. Moulder		"	"	2. Steno-typist		Rs. 228.00	Rs. 210.
30. Painter		"	"			per week	per week
31. Weighman		"	"	3. Telephone Operator		Rs. 988.00	Rs. 910.00
32. Metal Sprayman		"	"			per month	per month
33. Glass Cutter		"	"	B.1. Clerk		Rs. 34.00	Rs. 31.00
34. Pastryman		"	"			per day	per day
35. Compounder (With Diploma)		"	"	2. Store Clerk		Rs. 204.00	Rs. 186.00
36. Computer Operator		"	"			per week	per week
Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.				3. Tally Clerk		Rs. 884.00	Rs. 806.00
II. SEMI - SKILLED:						per month	per month
1. Salesman (Counter)		Rs. 33.00	Rs. 30.00	4. Store Keeper		"	"
		per day	per day	5. Typist		"	"
2. Asstt. Mechanic		Rs. 198.00	Rs. 180.00	6. Receptionist		"	"
		per week	per week	7. Godown Keeper		"	"
3. Asstt. Fitter		Rs. 858.00	Rs. 780.00	IV. UNSKILLED:			
		per month	per month	1. Chowkidar		Rs. 30.00	Rs. 27.00
4. Asstt. Electrician		"	"			per day	per day
5. Asstt. Blacksmith		"	"	2. Cleaner		Rs. 180.00	Rs. 162.00
6. Asstt. Carpenter		Rs. 33.00	Rs. 30.00			per week	per week
		per day	per day	3. Labourer		Rs. 780.00	Rs. 702.00
		Rs. 198.00	Rs. 180.00			per month	per month
		per week	per week	4. Loader/Unloader		"	"
		Rs. 858.00	Rs. 780.00	5. Attendant		"	"
		per month	per month	6. Mazdoor		Rs. 30.00	Rs. 30.00
7. Asstt. Welder		"	"			per day	per day
8. Asstt. Turner		"	"			Rs. 180.00	Rs. 162.00
9. Asstt. Machinist		"	"			per week	per week
10. Asstt. Tinsmith		"	"	7. Sweper		Rs. 780.00	Rs. 702.00
11. Asstt. Vulcaniser		"	"	8. Helper		per month	per month
12. Asstt. Sprayman		"	"	9. Peon		"	"
13. Asstt. Moulder		"	"	10. Delivery Boy/Messenger		"	"
14. Asstt. Painter		"	"	11. Packer		"	"
15. Asstt. Trailer		"	"	12. Asstt. Salesman		"	"
16. Asstt. Glass Cutter		"	"	13. Watchman		"	"
17. Asstt. Wireman		"	"	14. Office Boy		"	"
18. Cushion Maker		"	"	15. Pump Attendant		"	"
19. Compounder		"	"	16. Newspaper Delivery Boy		"	"
20. Dhobi/Washerman		"	"	Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.			
21. Ironer/Laundryman		"	"				
22. Polisher (Carpenter)		"	"				
23. Baker		"	"				

Explanation:-

I. ZONE 'A' shall comprise the areas within the Municipal limit of Panaji, Margao, Vasco, Mapusa, Ponda, Bicholim, and the establishments located in the Industrial estates set up by the Goa Industrial Development Corporation or E. D. C. Panaji or any other statutory organisations.

ZONE 'B' shall comprise all other places in the State of Goa, not covered under ZONE 'A'.

II. (a) The minimum rates of wages shall consist of an all inclusive rates of wages.

(b) The Minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is fixed shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient stepped up to the nearest paise.

(c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed shall be computed by multiplying the daily rate by 26.

III. (a) Unskilled work is one which involves simple operation requiring no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

(c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational Institution and the performance of which is called for initiative and judgement.

IV. The minimum rates of wages shall be applicable to employees engaged by the Principal Employer or Contractors or Sub-contractors, etc. working on their employments.

V. Both male and female workmen shall be paid the same rates of wages fixed for the same category or similar work.

VI. In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages fixed for the class/category to which it belongs under this Notification.

VII. The minimum rates of wages payable to an adolescent shall be the same as an adult fixed under this notification.

VIII. The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

F. O. D'Costa, Under Secretary (Labour).

Panaji, 9th March, 1995.

Notification

25/12/90-LAB/Part-V

Whereas the Government of Goa vide Notification No. 25/12/90-LAB dated 7-9-1993 of the Labour Department, published in the Official Gazette No. 29, Series II (Extraordinary) dated 15-10-1993, had appointed a Committee to hold enquiries and advise the Government in respect of revision of minimum rates of wages in respect of the Scheduled employment, namely "Employment in Agriculture", in the State of Goa (hereinafter called the 'said Committee');

And whereas the said Committee has submitted its report to the Government.

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central act 11 of 1948), the Government of Goa, after considering the advice of the said Committee, hereby revises with effect from 1-4-1995, the minimum rates of wages payable to the class/category of employment, namely "Employment in Agriculture", in the State of Goa as specified in the Schedule below:-

SCHEDULE

Sr. No.	Class of work/category of employment	All inclusive minimum rates of wages
1.	2.	3.
<b>I. FARM SERVANTS OR ATTACHED WORKER:</b>		
1.	Adult Farm Servant	Rs. 1278.00 per month Rs. 15,336.00 per annum
2.	Adult Cleaner/Sweeper	Rs. 1025.00 per month Rs. 12,300.00 per annum
<b>II. AGRICULTURAL OPERATION:</b>		
3.	Ploughing	Rs. 46.00 per day or Rs. 276.00 per week Rs. 67.00 per day with bullocks or Rs. 402.00 per week
4.	Threshing	Rs. 46.00 per day or Rs. 276.00 per week
5.	Winnowing	Rs. 46.00 per day or Rs. 276.00 per week
6.	Sowing	Rs. 45.00 per day or Rs. 270.00 per week
7.	Transplanting	Rs. 45.00 per day or Rs. 270.00 per week
8.	Harvesting	Rs. 45.00 per day or Rs. 270.00 per week



1.	2.	3.
9. Uprooting		Rs. 37.00 per day or Rs. 222.00 per week
10. Irrigating		Rs. 37.00 per day or Rs. 222.00 per week
11. Weeding		Rs. 37.00 per day or Rs. 222.00 per week
12. Manuring		Rs. 37.00 per day or Rs. 222.00 per week
III. ALLIED OPERATION SKILLED LABOUR:		
13. Carpenter		Rs. 52.00 per day or Rs. 312.00 per week
14. Blacksmith		Rs. 54.00 per day or Rs. 324.00 per week
15. Cobbler		Rs. 49.00 per day or Rs. 294.00 per week
IV. UNSKILLED OPERATION:-		
* 16. Mazdoor/Manai		Rs. 37.00 per day or Rs. 222.00 per week
V. DAIRY FARMING AND RAISING OF LIVESTOCK:		
17. Shed Attendant		Rs. 37.00 per day or Rs. 222.00 per week
18. Milkman		Rs. 38.00 per day or Rs. 228.00 per week
19. Cleaner/Sweeper/Mazdoor		Rs. 37.00 per day or Rs. 222.00 per week
20. Grazer/Livestock Attendant		Rs. 37.00 per day or Rs. 222.00 per week
VI. POULTRY AND BEE FARMING:		
21. Attendant		Rs. 37.00 per day or Rs. 222.00 per week
VII. HORTICULTURE:		
22. Gardener		Rs. 38.00 per day or Rs. 228.00 per week

1.	2.	3.
23. Horticulture Assistant		Rs. 40.00 per day or Rs. 240.00 per week
VIII. FORESTRY AND TIMBERING OPERATIONS:		
24. Tree Feller		Rs. 40.00 per day or Rs. 240.00 per week
25. Mazdoor		Rs. 37.00 per day or Rs. 222.00 per week
IX. GENERAL		
26. Digging		Rs. 37.00 per day or Rs. 222.00 per week
27. Stacking		Rs. 37.00 per day or Rs. 222.00 per week
28. Pump Operator		Rs. 38.00 per day or Rs. 228.00 per week
29. Coconut/Arecanut Plucker		Rs. 59.00 per day or Rs. 354.00 per week

*Explanation:-*

1. Where in any area scheduled employment wages fixed and/or revised under the Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.

2. The minimum rates of wages are applicable to employees engaged by the principal employer, contractors or sub-contractors.

3. Both men and women workers have to be paid the same rates of wages fixed for the category and for equal work.

4. In case of employee employed on piece-rate basis the minimum rates of wages payable shall be at the rate not less than the minimum rates fixed under this Notification.

5. The minimum rates of wages fixed/revised are all inclusive including for weekly day of rest.

6. The existing practice of giving meals, foodgrains, etc. shall continue in addition to the payment of cash wages as specified in this Notification.

By order and in the name of the Governor of Goa.

*F. O. D'Costa*, Under Secretary (Labour).

Panaji, 9th March, 1995.